

LOGNOTE -- Chief, Operations Group, 8 April 1983

2. [] As instructed, bureau chiefs are beginning to send in wiring diagrams showing the grade structures which they propose be put in effect under the FBIS classification/wage system now being developed. As expected, a number of the bureau grading proposals are slightly skewed to make accommodations for exceptional or very senior employees. Austria, for example, has proposed a special organizational unit to protect [] Okinawa makes an effort to help [] by proposing establishment of their Chief Monitor position as FBN-13. Bangkok does not ask for a Chief Monitor, but aims for higher grades for two of their section heads.

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I think we are going to have to make it clear to the bureaus from the outset that we are not going to start making exceptions, or considering special cases, before the new classification/wage system is even built. What we need to do, I believe, is to put into place a coherent, internally consistent classification system which will make sense to FBIS Headquarters, the field, and the outside observer, e.g. PMCD. I believe each bureau should have a Chief Monitor position, whether a bureau thinks it needs the position now or not. It will provide something for the staff to aspire to, and sooner or later someone will grow up to the job and the bureau will want it.

On the other hand, I do not believe we should establish Okinawa's Chief Monitor as an exception just because of []. We can handle [] through an impact allocation and allow the job to revert to the grade established for Chief Monitor positions after he retires. It is true that the Chinese section is very large, but there are ways of handling this other than setting up grades for the Chief Monitor and Section Chief which do not correspond to what will be practice at other bureaus. Similarly, I believe Vienna's Albanians can be included within one or another of the bureau's organizational grouping without [] losing any of his authority. No one can check his work anyway.

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Through impact allocations and grandfathering we can see to it that none of the veteran employees is hurt in any way. The important thing is to get a operationally practical classification system into place before we start considering any exceptions. Exceptions can be dealt with on a case-by-case basis within the system once the system is established.

(cc: D/FBIS, C/AS)